



Interdepartmental Coordinating Committee for Women

March 19, 2002

Meeting called to order by chair, Jean Branscum.

Attended by: Beth Strandberg, Administration; Lesa Evers, Agriculture; Heather Kiedrowski, Governors Office; Diane West and Tonya McCormack, Labor & Industry; Lenore Adams, Legislative Branch; Linda Huseby, Livestock; Beth Campbell and Pam Spore, Revenue; Darlene Raundal, State Auditor; Jacqui Garcia, State Fund; and Pam Langve-Davis, Transportation.

Mission Statement

Create positive change for all state employees by promoting the full participation of women in state government.

January and February, minutes approved. Motion to approve minute's made by Pam Spore, second by Lenore Adams.

No reports on Employee Benefits Advisory Council or Employee Investment Advisory Committee.

Speaker—Jacqui Garcia, on the Overview of State Fund.

State Fund was originally for companies who could not afford workman's comp. Mission statement is Montana's insurance company of choice. Pay is based on performance. Market analysis is done every six months of both in and out of state job comparisons. Salary surveys are subject to change every six months, with a guarantee not to be lowered below current level. Evaluations are done yearly with quarterly interim evaluations done. Teams are self-directed and report directly to their Team leader.

Subcommittee mid-year report on Goals & Objective - Only reports received were from Measures and Recognition. No other reports were submitted or given. (See Attached) Jean requested the subcommittee minutes received by the secretary to be sent out to all members.

Other items- Jean requested secretary update ICCW web site: by posting of 2002 goals and remove Breast Cancer stamp notice, and requested historian update historical review.

Lesla Evers, of the education subcommittee asked if Jean wanted to do a cover letter for survey results to be presented to the Governor, Jean said she would. Once the results were completed and submitted to the Governor, the results will be added to the ICCW website.

Treasurer report – Beth Campbell

As of 02/28/02, ending draft balance \$1,355.14 and ending savings account—\$2,146.94. Summary of subcommittee budget as of 03/18/02 included Actual Revenue of \$325.00 and Actual Expenses of \$261.98. Motion made by Pam Spore to approve report, second by Lenore Adams

MEASURERS SUBCOMMITTEE GOALS AND OBJECTIVES – Mid Year Review **Committee Year 2001 - 2002**

Members

Barb Smith
Beth Campbell
Vicki Schiller-Long
Kimme Evermann
Marla Larson

Victory Statement

To assist ICCW in meeting the objectives outlined in the mission statement and vision for 2001/2002 by determining the status of women in state government and taking measures to hold employers accountable for creating and supporting a rich, diverse culture for employees. We will assess women in government in a manner that provides measurable results and reportable data. Utilizing this data, we will provide an oversight function for women in government through delivering information in a meaningful manner.

Objectives

- Review previous EEO reports to determine women's roles in state government
- Measure changes – increase in women in state positions, increase in average grade of women, pay, and increase in number of women holding highest grade positions
- Look for trends in agencies who show significant improvements, trying to determine keys for successes
- Develop awards and utilize other committees to reinforce positive employment experiences and good management practices.
- Develop a thumbs up and thumbs down list for the newsletter

BOARDS/COMMITTEES

- Obtain lists of boards and committees and get both current and historical lists of members
- Analyze trends in women's participation
- Develop a system for recruiting women onto boards & committees and develop a mentoring program within that context.
- Profile women on these boards and committees to show participation and impact on state government.

Calendar

- 10/15/01 - Obtained info and reports from DOA - Linda Davis
- 3/19/02 - Analyze data and determine what areas should be tracked. Meet to compile individual information.
- 4/16/02 - Prepare draft report, identify areas where ICCW can impact as well as items listed above.
- 5/15/02 - Utilize results and reports to formulate action plan for tracking information.

RECOGNITION-ELA SUBCOMMITTEE REPORT FOR MARCH MEETING

We are on track to meet our goals for 2001/2002. All date sensitive items have been done and we are now waiting for nominations. The national nominations have been mailed. We will work with the MINE web page to encourage agencies to post their employee of the month and similar awards to the MINE page. I have approached the IR to do an article about our award and we have had a spot on Channel 12 already (with Jean). NOTE: Please have each ICCW representative turn in their agency's nomination to Kelly by the 29th of this month.